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ABSTRACT

This report presents data about compensation received by employees in Illinois' 48 public community colleges. Data are presented by peer groups with statewide totals. The seven peer groups are based on a combination of college enrollment (semester), geographic location, and financial data. These seven peer groups are described as follows: (1) headcount enrollment of less than 3,000, downstate, located in or near communities of less than 50,000 population; (2) headcount enrollment of approximately 3,000 to 4,000, downstate, located in or near communities of less than 50,000 population; (3) headcount enrollment greater than 4,000, downstate, located in or near communities of less than 50,000 population; (4) located downstate and in urbanized areas; (5) headcount enrollment less than 10,000, located in the Chicago metropolitan area; (6) city colleges of Chicago; and (7) headcount enrollment greater than 10,000, located in the Chicago metropolitan area. Most tables in this report contain information on full-time employees. This report includes faculty salary data, administrative salaries, other (non-teaching) professional staff salaries, information on average faculty load, salaries for selected administrators, salaries for positions similar to Universities Civil Service classifications, and fiscal year 1999 salaries actually paid to faculty, administrators, other (non-teaching) professionals, and classified staff. (VWC)

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Fiscal Year 2000 Salary Report

for the Illinois Public Community Colleges

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HIGHLIGHTS OF THE FISCAL YEAR 2000 SALARY REPORT

1. Fiscal Year 1999 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 1998 and June 30, 1999. *(Tables 23 and 24)*

Faculty (9 and 12 month)	$60,862
Administrative (12 month)	$62,559
Other (Nonteaching) Professional (9 and 12 month)	$39,248
Classified	$25,019

2. Fiscal Year 1999 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	$ 6,328
Administrative (12 month)	$ 6,457
Other (Nonteaching) Professional (9 month)	$ 6,476
Classified (12 month)	$ 5,609

3. Fiscal Year 2000 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	$53,974
Administrative (12 month)	$63,327
Other (Nonteaching) Professional (9 month)	$51,601

4. Fiscal Year 2000 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	$421/credit hour
Full-Time Faculty Overload Rate	$571/credit hour
Full-Time Faculty Summer Rate	$686/credit hour

5. Fiscal Year 2000 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate Degree. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience)	$30,129
Master's Degree, Plus Zero Hours (5 Years Experience)	$34,446
Master's Degree, Maximum Hours (5 Years Experience)	$41,747
Doctorate Degree, Maximum Hours (Maximum Experience)	$67,558

Illinois Community College Board

FISCAL YEAR 2000 SALARY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

Table of Contents

	Page
Introduction	1
Employee Groups	2
Section I - Fiscal Year 2000 Contractual Base Salaries for Full-Time Faculty at Illinois Public Community Colleges	3
Section II - Fiscal Year 2000 Part-Time Faculty Salary Rates and Full-Time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges	6
Section III - Salaries Based on Fiscal Year 2000 Salary Schedules for Full-Time Faculty with a Master's Degree at Illinois Public Community Colleges	8
Section IV - Institutional Policies Related to Faculty Salaries and Faculty Contracts at Illinois Public Community Colleges - Fiscal Year 2000	10
Section V - Fiscal Year 2000 Contractual Base Salaries for Other (Nonteaching) Professional Staff at Illinois Public Community Colleges	12
Section VI - Fiscal Year 2000 Contractual Base Salaries for Administrative Staff at Illinois Public Community Colleges	15
Section VII - Salaries Paid to Selected Administrators at Illinois Public Community Colleges During Fiscal Year 2000	17
Section VIII - Summary of Fiscal Year 2000 Monthly Classified and Other (Nonteaching) Professional Staff Salaries at Illinois Public Community Colleges	25
Section IX - Fringe Benefits for Full-Time Employees at Illinois Public Community Colleges - Fiscal Year 1999	27
Section X - Fiscal Year 2000 Mean Percentage Salary Increases for Faculty, Other (Nonteaching) Professional Staff, Administrative Staff, and Classified Staff at Illinois Public Community Colleges	31

Table of Contents
(Continued)

	Page
Section XI - Fiscal Year 1999 Average Total Salary Actually Paid at Illinois Public Community Colleges	33
Section XII - Statewide Average Annual Contractual Salaries in Illinois Public Community Colleges for Fiscal Years 1996 to 2000	36

INTRODUCTION

Data about compensation received by employees in Illinois' 48 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2000 Salary Report* reflect the census date of October 1, 1999. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

Data are presented by peer groups with statewide totals. The seven peer groups are based on a combination of college enrollment (semester), geographic location, and financial data:

I Headcount enrollment of less than 3,000, downstate, located in or near communities of less than 50,000 population.
II Headcount enrollment of approximately 3,000 to 4,000, downstate, located in or near communities of less than 50,000 population.
III Headcount enrollment greater than 4,000, downstate, located in or near communities of less than 50,000 population.
IV Located downstate and in urbanized areas.
V Headcount enrollment less than 10,000, located in the Chicago metropolitan area.
VI City Colleges of Chicago.
VII Headcount enrollment greater than 10,000, located in the Chicago metropolitan area.

Peer groups are separated by solid lines in the tables. As you move from top to bottom down the table, the groupings generally correspond to districts with higher enrollments in more urbanized environments. Within each peer group, the colleges are listed in alphabetical order.

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 1999 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

Note that one Illinois public community college changed its name during fiscal year 2000. Southwestern Illinois College was formerly known as Belleville Area College. Individuals interested in making comparisons with prior editions of this report should be aware of this change.

EMPLOYEE GROUPS

Descriptions of the employee groups used in this report are provided below. These categories correspond with *Fiscal Management Manual* salaries expenditures codes.

Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Administrative Staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included.

Classified Staff include clerical and custodial/maintenance staff. Clerical personnel engage in the process of keeping records and processing information upon the request and direction of college professional staff. Custodial/maintenance staff engage in housekeeping and the maintenance or repair of college facilities and equipment.

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

Section I

FISCAL YEAR 2000 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 2000. Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 2000 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Low Faculty Salaries	$19,150	$37,902	$29,682
Average Faculty Salaries	$36,093	$72,805	$53,974*
High Faculty Salaries	$48,341	$94,553	$70,205
Median Faculty Salaries	$34,901	$76,988	$49,725

*Weighted

Illinois Community College Board

Table 2

FISCAL YEAR 2000 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	60	$28,100	$32,860	$43,715	$49,955	$62,080	$42,234
SHAWNEE	38	32,660	36,104	40,760	46,594	58,691	41,861
SOUTHEASTERN	57	27,100	35,501	39,295	48,509	60,433	42,459
SPOON RIVER	38	25,948	33,389	38,573	44,621	54,424	39,352
WOOD	45	28,940	32,591	35,940	38,591	48,341	36,093
DANVILLE	50	29,242	31,985	34,901	42,944	54,303	37,989
HIGHLAND	47	32,074	47,213	49,266	58,022	65,880	50,863
KASKASKIA	52	28,390	37,980	44,809	52,548	57,392	45,252
KISHWAUKEE	69	27,000	33,327	41,163	49,103	68,645	42,109
REND LAKE	55	31,100	40,570	43,080	48,652	57,334	44,480
SAUK VALLEY	49	29,144	34,196	41,207	46,181	57,152	41,282
ILLINOIS EASTERN	94	25,140	33,280	39,941	46,017	59,849	40,029
ILLINOIS VALLEY	68	30,150	35,450	39,500	57,542	70,437	44,447
KANKAKEE	56	27,793	41,167	50,642	59,170	75,215	50,341
LAKE LAND	101	21,280	33,020	37,848	42,444	66,057	39,876
LEWIS & CLARK	81	33,504	40,176	53,603	56,742	67,725	49,852
LOGAN	100	33,051	42,057	46,537	53,099	65,411	48,058
MC HENRY	75	31,429	44,475	53,370	62,561	71,456	53,295
BLACK HAWK	137	22,000	41,383	53,217	57,871	71,123	50,752
HEARTLAND	37	28,000	34,737	39,485	42,336	59,763	39,158
ILLINOIS CENTRAL	166	27,500	35,020	45,608	52,785	64,605	44,504
LINCOLN LAND	119	28,858	44,964	59,170	68,497	71,922	56,455
PARKLAND	157	27,224	40,162	47,815	60,246	74,072	50,401
RICHLAND	57	24,820	34,727	42,555	52,634	58,322	43,136
ROCK VALLEY	122	29,101	41,364	50,926	59,676	68,069	50,457
SOUTHWESTERN	122	27,699	36,181	42,536	58,338	72,096	46,628
ELGIN	108	36,632	55,864	71,776	79,580	81,521	67,282
MORTON	51	36,083	41,973	51,973	63,303	70,528	52,541
PRAIRIE STATE	77	31,200	43,184	52,229	60,525	74,869	53,180
SOUTH SUBURBAN	119	19,150	43,419	55,371	68,401	79,852	55,237
WAUBONSEE	69	32,483	43,128	48,808	56,977	68,692	49,994
CHICAGO	606	32,737	52,526	63,667	75,926	90,539	63,288
DUPAGE	262	34,953	56,950	64,163	72,534	79,500	63,687
HARPER	173	33,986	44,557	60,284	73,990	85,525	59,826
JOLIET	154	34,514	41,944	52,047	69,441	91,247	56,728
LAKE COUNTY	160	37,798	62,770	76,988	85,563	90,207	72,805
MORAINE VALLEY	161	23,551	39,114	54,171	63,687	94,553	53,429
OAKTON	135	37,902	49,543	70,401	81,474	87,705	66,763
TRITON	125	29,379	40,325	61,953	68,845	82,474	57,340
TOTAL/AVERAGES	4252	$29,682	$40,748	$49,725	$58,357	$70,205	$53,974
Lowest Low/Highest High		$19,150				$94,553	

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 3

FISCAL YEAR 2000 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					AVERAGE
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	
SANDBURG	--	--	--	--	--	--	--
SHAWNEE	3	26,389	26,389	30,721	43,490	43,490	33,533
SOUTHEASTERN	7	29,500	29,946	32,025	37,562	45,122	34,059
SPOON RIVER	--	--	--	--	--	--	--
WOOD	7	27,000	30,377	39,558	50,494	52,819	39,090
DANVILLE	2	34,866	34,866	54,208	73,549	73,549	54,208
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	--	--	--	--	--	--	--
KISHWAUKEE	--	--	--	--	--	--	--
REND LAKE	5	33,500	35,300	37,000	38,000	41,170	36,994
SAUK VALLEY	1	58,033	58,033	58,033	58,033	58,033	58,033
ILLINOIS EASTERN	13	38,723	38,723	38,723	38,723	46,014	39,788
ILLINOIS VALLEY	--	--	--	--	--	--	--
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	1	51,515	51,515	51,515	51,515	51,515	51,515
LEWIS & CLARK	--	--	--	--	--	--	--
LOGAN	--	--	--	--	--	--	--
MC HENRY	--	--	--	--	--	--	--
BLACK HAWK	5	30,431	32,180	35,987	55,352	62,771	43,344
HEARTLAND	16	39,919	43,115	45,497	49,452	55,298	46,267
ILLINOIS CENTRAL	10	20,711	23,588	23,588	23,588	47,745	25,486
LINCOLN LAND	--	--	--	--	--	--	--
PARKLAND	--	--	--	--	--	--	--
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	8	31,613	33,749	37,271	39,667	40,661	36,706
SOUTHWESTERN	1	89,553	89,553	89,553	89,553	89,553	89,553
ELGIN	--	--	--	--	--	--	--
MORTON	--	--	--	--	--	--	--
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	--	--	--	--	--	--	--
WAUBONSEE	--	--	--	--	--	--	--
CHICAGO	58	32,821	38,012	44,059	54,704	64,971	46,469
DUPAGE	--	--	--	--	--	--	--
HARPER	--	--	--	--	--	--	--
JOLIET	--	--	--	--	--	--	--
LAKE COUNTY	--	--	--	--	--	--	--
MORAINE VALLEY	--	--	--	--	--	--	--
OAKTON	--	--	--	--	--	--	--
TRITON	--	--	--	--	--	--	--
TOTAL/AVERAGES	137	$38,898	$40,382	$44,124	$50,263	$55,194	$42,504
Lowest Low/Highest High		$20,711				$89,553	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Section II

Fiscal Year 2000 Part-time Faculty Salary Rates and Full-time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 2000.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

State Summary of Fiscal Year 2000 Part-time Faculty Rates per Course Credit Hour and Full-time Faculty Overload and Summer Term Salary Rates at Illinois Public Community Colleges

	Lowest	Highest	Average
Part-time Faculty Rates	$275	$600	$421
Overload Rates (Full-time Faculty)	$275	$1,119	$571
Summer Term Rates (Full-time Faculty)	$300	$1,825	$686

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Table 5

FISCAL YEAR 2000 AVERAGE PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
SANDBURG	$396	$397	$528
SHAWNEE	325	425	425
SOUTHEASTERN	300	525	650
SPOON RIVER	375	750	1,000
WOOD	388	388	390
DANVILLE	350	380	410
HIGHLAND	377	802	802
KASKASKIA	340	459	459
KISHWAUKEE	371	1,103	926
REND LAKE	333	725	725
SAUK VALLEY	395	425	425
ILLINOIS EASTERN	275	275	375
ILLINOIS VALLEY	400	425	500
KANKAKEE	400	542	579
LAKE LAND	400	445	445
LEWIS & CLARK	460	460	460
LOGAN	396	483	575
MC HENRY	404	451	442
BLACK HAWK	512	650	650
HEARTLAND	475	450	550
ILLINOIS CENTRAL	434	600	1,312
LINCOLN LAND	409	709	647
PARKLAND	600	645	725
RICHLAND	434	471	684
ROCK VALLEY	423	579	740
SOUTHWESTERN	397	662	742
ELGIN	450	625	725
MORTON	439	479	479
PRAIRIE STATE	360	400	300
SOUTH SUBURBAN	360	759	831
WAUBONSEE	440	510	577
CHICAGO	588	1,119	1,825
DUPAGE	558	581	1,585
HARPER	560	560	700
JOLIET	416	502	502
LAKE COUNTY	475	515	505
MORAINE VALLEY	375	813	1,195
OAKTON	595	600	600
TRITON	430	578	768
AVERAGES	$421	$571	$686

DNA - Data Not Available
SOURCE OF DATA: Salary Submission(C2)

Section III

SALARIES BASED ON FISCAL YEAR 2000 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 2000 salary schedule ranges and averages for master's degree faculty is shown in Table 6. The highest figures on this page are for full-time faculty members with a doctorate degree with maximum hours.

Table 7 provides the fiscal year 2000 salary schedule salaries at each community college in Illinois. These salaries are based on the **salary schedules** at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 2000 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Base Salary Schedule Categories	District Range Low	District Range High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$25,275	$37,798	$30,129
Master's Degree, Plus Zero Hours (5 Years Experience)	$29,144	$46,215	$34,446
Master's Degree, Maximum Hours (5 Years Experience)	$29,144	$56,984	$41,747
Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary)	$35,483	$94,613	$67,558

Illinois Community College Board

Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH MASTERS DEGREES AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2000

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Degree Max. Hours Max. Exp.
SANDBURG	28,680	29,790	--	--
SHAWNEE	31,400	35,101	39,868	60,733
SOUTHEASTERN	29,810	33,062	37,805	59,756
SPOON RIVER	28,243	32,172	37,321	69,023
WOOD	27,890	30,440	34,790	52,563
DANVILLE	30,000	--	--	54,303
HIGHLAND	32,074	38,906	47,790	65,880
KASKASKIA	27,490	31,127	37,541	57,392
KISHWAUKEE	--	--	--	--
REND LAKE	30,500	33,500	39,015	59,979
SAUK VALLEY	25,275	29,144	29,144	57,152
ILLINOIS EASTERN	26,301	--	--	60,852
ILLINOIS VALLEY	31,200	32,800	42,200	60,000
KANKAKEE	26,196	31,112	37,851	68,027
LAKE LAND	28,365	30,990	32,022	35,483
LEWIS & CLARK	30,376	31,591	36,571	71,922
LOGAN	31,219	35,799	41,672	65,411
MC HENRY	29,650	36,766	48,330	71,457
BLACK HAWK	28,777	33,092	37,006	62,933
HEARTLAND	30,000	33,750	35,250	42,000
ILLINOIS CENTRAL	27,400	--	--	64,610
LINCOLN LAND	30,376	31,591	36,571	71,922
PARKLAND	29,345	31,515	34,202	68,585
RICHLAND	25,550	30,343	37,434	58,322
ROCK VALLEY	30,464	--	54,169	68,069
SOUTHWESTERN	33,675	37,179	40,553	57,323
ELGIN	32,275	38,085	51,908	81,520
MORTON	35,066	40,454	45,887	69,881
PRAIRIE STATE	30,000	32,000	40,000	68,437
SOUTH SUBURBAN	29,344	35,787	44,018	79,852
WAUBONSEE	32,279	38,588	44,282	67,713
CHICAGO	31,326	37,357	51,089	94,613
DUPAGE	30,132	36,761	49,995	79,500
HARPER	31,911	36,196	50,853	85,525
JOLIET	34,494	37,554	43,180	72,864
LAKE COUNTY	37,798	46,215	56,984	85,563
MORAINE VALLEY	28,076	31,610	35,452	80,310
OAKTON	32,575	35,717	45,406	87,705
TRITON	29,379	35,081	43,224	82,474
AVERAGES	$30,129	$34,446	$41,747	$67,558

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C2)

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 2000

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty. Table 9 shows these institutional policies for each college. Thirty-eight public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 2000

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	27	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	14	20	15
Average Weekly Office/Academic Advising Hours	4	15	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34

Illinois Community College Board
Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1999

District/College	Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/ Adv. Hours	Length of Academic Year - in Weeks	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
SANDBURG	30	15	5	32	Yes	Yes	3	Yes	Yes	IEA/NEA
SHAWNEE	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
SOUTHEASTERN	30	15	15	37	Yes	Yes	3	Yes	Yes	IEA/NEA
SPOON RIVER	30	15	8	36	Yes	Yes	2	Yes	Yes	IEA/NEA
WOOD	30	15	10	30	No	--	--	Yes	No	-
DANVILLE	30	15	10	35	Yes	Yes	3	Yes	Yes	IEA/NEA
HIGHLAND	32	16	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KASKASKIA	30	20	5	32	Yes	Yes	4	Yes	Yes	IFT/AFT
KISHWAUKEE	30	17	5	34	Yes	Yes	4	No	Yes	IFT/AFT
REND LAKE	32	18	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
SAUK VALLEY	30	15	7	34	Yes	Yes	3	Yes	Yes	IEA/NEA
ILLINOIS EASTERN	30	--	5	39	Yes	Yes	4	No	Yes	IEA/NEA
ILLINOIS VALLEY	30	15	8	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KANKAKEE	30	15	8	40	Yes	Yes	3	Yes	Yes	IFT/AFT
LAKE LAND	30	15	5	34	Yes	Yes	3	No	Yes	IFT/AFT
LEWIS & CLARK	30	15	10	32	Yes	Yes	3	Yes	Yes	IEA/NEA
LOGAN	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
MC HENRY	--	15	5	30	Yes	Yes	4	Yes	Yes	IEA/NEA
BLACK HAWK	30	16	5	33	Yes	Yes	4	Yes	Yes	IFT/AFT
HEARTLAND	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
ILLINOIS CENTRAL	30	15	5	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
LINCOLN LAND	30	15	6	32	Yes	Yes	4	Yes	Yes	IFT/AFT
PARKLAND	32	16	5	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
RICHLAND	30	14	5	32	Yes	Yes	3	Yes	Yes	IFT/AFT
ROCK VALLEY	32	16	5	39	Yes	Yes	2	Yes	Yes	Faculty Assn.
SOUTHWESTERN	30	15	10	36	Yes	Yes	3	Yes	Yes	AAUP,IFT/AFT
ELGIN	30	--	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT
MORTON	30	--	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
PRAIRIE STATE	30	15	5	34	Yes	Yes	3	Yes	Yes	IFT/AFT
SOUTH SUBURBAN	30	15	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
WAUBONSEE	30	17	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
CHICAGO	27	15	4	37	Yes	Yes	4	Yes	Yes	IFT/AFT
DUPAGE	30	15	10	34	Yes	Yes	5	Yes	Yes	IEA/NEA
HARPER	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
JOLIET	30	15	5	30	Yes	Yes	3	Yes	Yes	IFT/AFT
LAKE COUNTY	30	15	10	34	Yes	Yes	3	Yes	Yes	IFT/AFT
MORAINE VALLEY	30	--	4	34	Yes	Yes	3	Yes	Yes	IFT/AFT
OAKTON	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
TRITON	30	15	5	32	Yes	Yes	3	Yes	Yes	IFT/AFT
TOTALS/AVERAGES	30	15	7	34	N= 1 Y=38	N= 0 Y=38	2= 2 3= 28 4= 7	N= 3 Y=36	N= 1 Y=38	IEA/NEA=12 IFT/AFT=23 Fac Assn = 3

SOURCE OF DATA: Salary Submission (C2)

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Section V

FISCAL YEAR 2000 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 2000 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include professional/technical, academic support, and supervisory staff. Professional/ technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $51,601. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $37,637.

Table 10

SUMMARY OF FISCAL YEAR 2000 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Salaries (9 month)	$16,854	$60,364	$34,760
Lowest Salaries (12 month)	$13,374	$29,156	$20,747
Average Salaries (9 month)	$26,930	$76,125	$51,601*
Average Salaries (12 month)	$27,464	$46,246	$37,637*
Highest Salaries (9 month)	$30,771	$87,705	$60,315
Highest Salaries (12 month)	$36,582	$90,539	$60,564
Median Salaries (9 month)	$26,930	$80,933	$47,829
Median Salaries (12 month)	$24,712	$45,317	$33,237

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2000 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	5	23,720	34,910	39,610	45,580	45,580	37,880
SHAWNEE	--	--	--	--	--	--	--
SOUTHEASTERN	3	33,875	33,875	39,140	39,973	39,973	37,663
SPOON RIVER	1	45,625	45,625	45,625	45,625	45,625	45,625
WOOD	--	--	--	--	--	--	--
DANVILLE	--	--	--	--	--	--	--
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	2	39,329	39,329	42,521	45,713	45,713	42,521
KISHWAUKEE	12	16,854	29,931	37,072	40,652	52,617	35,914
REND LAKE	2	23,000	23,000	26,930	30,859	30,859	26,930
SAUK VALLEY	3	38,041	38,041	39,279	44,967	44,967	40,762
ILLINOIS EASTERN	--	--	--	--	--	--	--
ILLINOIS VALLEY	3	32,400	32,400	35,200	72,655	72,655	46,752
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	20	22,575	24,751	29,538	33,812	43,302	30,212
LEWIS & CLARK	--	--	--	--	--	--	--
LOGAN	2	28,387	28,387	33,915	39,442	39,442	33,915
MC HENRY	9	26,500	48,626	66,119	67,898	71,456	55,688
BLACK HAWK	10	20,407	26,203	41,737	53,217	61,198	40,618
HEARTLAND	--	--	--	--	--	--	--
ILLINOIS CENTRAL	3	44,355	44,355	55,600	58,720	58,720	52,892
LINCOLN LAND	2	43,235	43,235	55,866	68,497	68,497	55,866
PARKLAND	12	45,111	48,151	51,193	64,468	79,345	55,683
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	2	59,676	59,676	61,053	62,429	62,429	61,053
SOUTHWESTERN	4	40,685	49,199	59,277	61,155	61,468	55,177
ELGIN	9	36,632	55,584	67,363	73,679	81,521	64,719
MORTON	1	60,364	60,364	60,364	60,364	60,364	60,364
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	14	31,762	40,046	47,191	60,516	76,901	50,726
WAUBONSEE	4	34,517	38,264	42,570	51,764	60,400	45,014
CHICAGO	--	--	--	--	--	--	--
DUPAGE	30	33,145	65,682	69,807	79,500	79,500	69,548
HARPER	21	35,074	41,836	47,454	62,213	85,525	54,793
JOLIET	--	--	--	--	--	--	--
LAKE COUNTY	3	23,943	23,943	27,342	30,771	30,771	27,352
MORAINE VALLEY	19	21,567	34,196	43,307	50,526	71,532	43,150
OAKTON	18	48,349	72,618	80,933	83,687	87,705	76,125
TRITON	11	29,379	36,198	45,385	58,751	70,430	47,881
TOTAL/AVERAGES	225	$34,760	$41,423	$47,829	$55,090	$60,315	$51,601
Lowest Low/Highest High		$16,854				$87,705	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2000 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	47	17,110	22,410	26,680	32,350	41,290	27,646
SHAWNEE	29	24,336	26,461	28,649	35,000	43,044	31,008
SOUTHEASTERN	12	13,374	18,300	30,599	39,564	44,986	29,522
SPOON RIVER	28	19,500	27,046	29,883	33,104	49,503	30,830
WOOD	32	18,160	22,197	26,382	34,682	55,569	28,924
DANVILLE	48	18,952	21,915	28,167	34,188	51,498	29,552
HIGHLAND	23	25,100	28,000	31,500	34,595	40,425	31,756
KASKASKIA	5	20,000	25,634	29,203	30,160	36,582	28,316
KISHWAUKEE	42	17,834	25,606	29,340	36,145	57,750	32,211
REND LAKE	63	18,324	25,480	28,000	31,784	46,000	29,022
SAUK VALLEY	22	29,156	30,353	35,571	38,654	66,779	36,444
ILLINOIS EASTERN	98	13,650	22,075	28,866	34,260	68,892	29,587
ILLINOIS VALLEY	31	20,500	29,261	32,538	35,412	46,523	33,175
KANKAKEE	46	16,812	22,188	27,468	33,036	53,100	28,212
LAKE LAND	58	18,594	25,725	31,717	37,634	53,474	32,121
LEWIS & CLARK	58	15,500	21,087	24,712	30,152	62,171	27,464
LOGAN	77	22,500	27,500	32,497	37,749	62,158	33,872
MC HENRY	58	23,873	26,498	30,782	36,163	57,200	32,331
BLACK HAWK	117	21,589	31,306	36,545	45,000	67,510	38,963
HEARTLAND	24	25,500	30,627	32,612	36,616	40,732	33,307
ILLINOIS CENTRAL	116	18,720	25,236	31,695	42,135	68,790	34,401
LINCOLN LAND	94	20,203	27,005	32,562	37,660	58,517	32,879
PARKLAND	93	18,490	28,087	33,000	38,307	57,787	33,460
RICHLAND	40	21,424	25,859	28,666	37,879	68,173	32,130
ROCK VALLEY	40	27,623	32,976	39,773	48,787	65,630	41,359
SOUTHWESTERN	64	22,600	29,313	34,632	44,654	76,195	38,038
ELGIN	82	25,816	35,842	40,821	47,299	68,244	42,747
MORTON	37	20,890	28,738	32,797	37,324	59,989	34,601
PRAIRIE STATE	40	17,160	26,894	33,019	37,725	71,645	34,026
SOUTH SUBURBAN	47	15,907	24,003	26,889	34,434	51,865	29,352
WAUBONSEE	44	24,829	29,969	36,112	45,695	75,327	38,018
CHICAGO	416	16,778	36,655	44,426	54,463	90,539	46,246
DUPAGE	172	21,485	37,020	43,774	50,874	79,427	44,941
HARPER	133	22,277	36,885	45,317	52,043	78,000	45,469
JOLIET	29	26,500	29,765	35,415	40,036	48,402	35,114
LAKE COUNTY	97	23,551	28,818	35,446	41,525	90,207	40,130
MORAINE VALLEY	103	18,824	26,901	33,348	43,050	69,300	35,993
OAKTON	103	26,129	34,431	42,009	46,992	69,680	42,058
TRITON	72	19,576	38,852	44,814	51,081	69,087	45,229
TOTAL/AVERAGES	2,740	$20,747	$28,024	$33,237	$39,441	$60,564	$37,637
Lowest Low/Highest High		$13,374				$90,539	

SOURCE OF DATA: Salary Submission (C1)

Section VI

FISCAL YEAR 2000 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 2000 The weighted average administrative staff salary ranged from a low of $41,472 to a high of $89,385. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2000 salaries; and the median fiscal year 2000 salaries of administrative staff for each district reporting data. Administrative staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (nonteaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 2000 was $63,327. The lowest reported administrative salary was $15,500 and the highest was $180,000. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 2000 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Administrative Salaries	$15,500	$ 57,861	$ 36,819
Average Administrative Salaries	$41,472	$ 89,385	$ 63,327*
Highest Administrative Salaries	$74,152	$180,000	$123,050
Median Administrative Salaries	$37,335	$ 86,419	$ 59,196

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2000 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES					
		LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	23	34,320	43,990	47,930	59,856	108,960	52,977
SHAWNEE	13	37,629	43,155	46,557	56,343	104,042	54,391
SOUTHEASTERN	28	20,600	34,352	42,547	52,989	95,028	45,394
SPOON RIVER	14	35,069	39,468	53,156	63,445	101,000	55,928
WOOD	29	34,922	40,745	43,731	53,163	103,750	48,492
DANVILLE	24	31,638	42,625	55,884	66,865	110,000	56,525
HIGHLAND	26	26,691	43,050	54,214	65,870	98,259	53,711
KASKASKIA	29	15,500	29,500	39,221	48,000	74,152	41,472
KISHWAUKEE	18	45,000	55,973	67,344	75,249	140,000	70,119
REND LAKE	27	28,000	43,909	55,000	62,500	105,000	56,141
SAUK VALLEY	17	42,667	51,238	59,000	71,345	120,410	63,712
ILLINOIS EASTERN	31	28,650	37,460	50,402	75,260	116,865	57,070
ILLINOIS VALLEY	24	30,138	44,431	49,690	58,965	119,587	55,612
KANKAKEE	66	21,525	26,626	37,335	64,558	121,000	45,975
LAKE LAND	18	31,500	48,042	57,871	85,995	117,600	66,252
LEWIS & CLARK	38	28,000	36,689	47,721	66,322	115,000	52,721
LOGAN	33	35,000	43,770	56,167	70,654	109,719	59,189
MC HENRY	46	32,623	45,000	57,013	75,966	138,368	60,610
BLACK HAWK	11	50,963	70,000	76,527	89,140	90,120	76,426
HEARTLAND	30	35,477	48,000	52,914	65,326	115,967	58,449
ILLINOIS CENTRAL	33	33,510	53,070	63,420	74,985	172,523	66,680
LINCOLN LAND	56	36,262	47,411	54,736	66,205	111,024	58,703
PARKLAND	37	33,733	53,269	62,500	78,430	146,930	66,563
RICHLAND	20	39,635	53,149	60,195	71,922	115,569	64,321
ROCK VALLEY	50	34,168	44,963	52,323	64,930	125,400	56,317
SOUTHWESTERN	30	38,790	54,080	63,371	76,815	103,000	65,512
ELGIN	34	41,842	54,793	66,490	82,800	118,000	68,276
MORTON	14	48,000	61,476	71,652	85,429	113,500	72,971
PRAIRIE STATE	29	32,308	41,760	50,860	69,149	112,435	56,610
SOUTH SUBURBAN	32	39,223	51,138	65,798	78,178	106,000	67,203
WAUBONSEE	24	47,000	59,500	60,000	75,500	150,000	70,255
CHICAGO	105	36,350	64,130	73,500	87,317	180,000	79,181
DUPAGE	44	57,861	80,195	86,419	100,316	157,162	89,385
HARPER	43	55,213	71,375	79,412	89,500	162,130	83,380
JOLIET	77	31,214	42,640	48,388	59,233	109,200	53,775
LAKE COUNTY	50	43,661	49,354	70,486	87,006	155,000	71,151
MORAINE VALLEY	20	39,249	52,843	79,422	97,255	151,244	78,529
OAKTON	29	57,000	74,142	81,977	93,869	135,000	85,329
TRITON	30	45,000	57,750	67,473	77,734	170,000	72,158
TOTALS/AVERAGES	1,302	$36,819	$49,617	$59,196	$72,933	$123,050	$63,327
Lowest Low/Highest High		$15,500				$180,000	

SOURCE OF DATA: Salary Submission (C1)

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2000

A summary of the fiscal year 2000 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 2000. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 2000 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State* Average
District Executive Officer	$95,028	$177,872	$126,590
Chief Campus Administrator	$70,000	$122,488	$105,084
Chief Finance Officer	$48,000	$121,601	$ 88,414
Chief Academic Officer	$64,751	$120,750	$ 89,631
Student Services Officer	$26,691	$111,151	$ 75,794
Dean-Baccalaureate Education	$56,000	$105,735	$ 75,400
Dean-Occupational/Career Education	$55,000	$104,145	$ 75,641
Dean-Continuing Education	$48,042	$ 96,486	$ 67,945
Director-Data Processing/Info Technology	$38,267	$116,519	$ 71,515
Director-Research & Planning	$39,095	$ 99,178	$ 62,389
Director-Admissions and Records	$33,435	$ 88,905	$ 57,146
Director-Counseling	$41,820	$ 94,819	$ 59,503
Director-Financial Aid	$33,179	$ 80,812	$ 52,307
Director-Job Placement	$29,258	$ 74,225	$ 46,952
Director-Student Activities	$31,159	$ 88,905	$ 50,821
Director-Library/LRC	$34,922	$104,145	$ 58,787
Director-Development/Grants	$31,200	$ 88,400	$ 58,765
Director-Public Information/Relations	$33,356	$ 96,486	$ 55,883
Director-Personnel/Human Resources	$34,922	$119,600	$ 67,776
Director-Business Services	$34,922	$ 96,089	$ 56,893
Director-Physical Facilities/Grounds	$35,069	$ 86,011	$ 60,512
Director-Adult Education	$30,216	$101,264	$ 55,609
Director-Athletics	$38,000	$ 90,021	$ 59,687
Controller	$38,088	$ 93,896	$ 61,688
Director-Business Industry Center	$35,280	$87,352	$54,780

*Weighted

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Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2000

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	$108,960	1	8	1	$				$78,910	1	9	2	$77,220	1	10	2
SHAWNEE	104,042	1	3	1									69,829	1	12	2
SOUTHEASTERN	95,028	1	4	1					52,000	1	3	6	73,109	1	34	2
SPOON RIVER	101,000	1	3	1					74,900	1	4	2	72,331	1	4	2
WOOD	103,750	1	3	1					72,667	1	2	3	70,000	1	1	3
DANVILLE	110,000	1	0	1					86,954	1	10	2	83,990	1	2	2
HIGHLAND	98,259	1	0	1					70,185	1	0	3	74,209	1	0	3
KASKASKIA									72,800	1	1	2				
KISHWAUKEE	140,000	1	21	1	99,702	1	15	2	71,600	1	6	2	83,002	1	6	3
REND LAKE	105,000	1	9	1					85,000	1	8	2				
SAUK VALLEY	120,410	1	13	1					72,500	1	0	2	85,000	1	0	2
ILLINOIS EASTERN	116,865	1	4	1	89,135	4	6	2-4	75,260	1	23	3	64,751	4	4	4
ILLINOIS VALLEY	119,587	1	3	1					105,063	1	26	2	88,173	1	3	2
KANKAKEE	121,000	1	12	1					99,528	1	15	2	90,547	1	9	2
LAKE LAND	117,600	1	0	1					97,518	1	2	2	85,575	1	1	2
LEWIS & CLARK	115,000	1	8	1	87,525	1	7	2					89,627	1	7	2
LOGAN	109,719	1	10	1					94,336	1	26	2	89,736	1	8	2
MC HENRY	138,368	1	2	1					93,664	1	19	2	97,000	1	0	2
BLACK HAWK					70,000	1	0	2								
HEARTLAND	115,967	1	8	1					89,843	1	3	2	90,120	1	4	2
ILLINOIS CENTRAL	172,523	1	11	1					90,750	1	3	2	92,300	1	8	2
LINCOLN LAND	111,024	1	0	1					106,498	1	20	2				
PARKLAND	146,930	1	9	1									94,907	1	2	2
RICHLAND	115,569	1	10	1					88,478	1	8	2	108,447	1	30	2
ROCK VALLEY	125,400	1	3	1					71,001	1	1	2	94,000	1	1	2
SOUTHWESTERN	103,000	1	2	1												
ELGIN	118,000	1	1	1					90,000	1	1	2				
MORTON	113,500	1	4	1					86,940	1	0	2	97,523	1	2	2
PRAIRIE STATE	112,435	1	8	1					48,000	1	0	2				
SOUTH SUBURBAN	106,000	1	3	1					79,787	1	0	2	103,261	1	2	2
WAUBONSEE	150,000	1	18	1					86,700	2	2	2-4	104,375	1	7	2
CHICAGO	177,872	2	4	1	122,488	7	9	2	97,000	1	1	2	104,500	1	10	2
DUPAGE	157,162	1	5	1					120,000	1	0	2	120,750	1	1	2
HARPER	162,130	1	2	1					115,634	1	30	2	110,670	1	4	2
JOLIET	109,200	1	0	1					112,315	1	3	2	89,220	1	1	4
LAKE COUNTY	155,000	1	3	1					97,863	1	0	2	92,000	1	0	2
MORAINE VALLEY	151,244	1	8	1					108,591	1	4	2	109,633	1	3	2
OAKTON	135,000	1	4	1									112,117	1	5	2
TRITON	170,000	1	0	1					121,601	1	28	2	112,253	1	3	2
									93,900	1	0	2	102,300	1	0	2
NUMBER OF PERSONS	38				14				35				36			
AVERAGES	$126,590				$105,084				$88,414				$89,631			

* As of census date

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	$				$				$				$63,780	1	7	4
SHAWNEE	69,829	1	24	2												
SOUTHEASTERN	68,652	1	3	2					60,164	2	5	3	56,909	1	23	4
SPOON RIVER	60,157	1	9	3									54,548	1	1	4
WOOD	72,736	1	11	1									65,976	1	23	1
DANVILLE	70,225	1	9	4												
HIGHLAND	26,691	1	2	6	69,223	2	0	4	67,902	1	0	4				
KASKASKIA	66,560	1	1	2	74,152	1	4	2	64,896	1	2	3	67,164	1	24	3
KISHWAUKEE	75,249	1	19	3	64,529	2	3	4	67,344	2	3	4	69,840	1	19	3
REND LAKE	70,000	1	0	2	70,000	1	8	2	73,500	1	5	2				
SAUK VALLEY	75,000	1	4	2	71,172	1	29	3					62,573	1	5	3
ILLINOIS EASTERN	44,719	2	8	4					70,310	1	30	3				
ILLINOIS VALLEY	71,525	1	20	2					67,469	1	2	3	51,666	1	2	3
KANKAKEE	82,286	1	11	2					92,083	1	0	3	94,645	1	17	4
LAKE LAND	103,012	1	10	2	59,391	1	0	3	72,446	1	6	4	48,042	1	0	4
LEWIS & CLARK	77,192	1	7	2									69,926	1	6	4
LOGAN	87,500	1	0	2	72,000	1	0	3								
MC HENRY	78,000	1	1	3	79,704	1	9	3	91,383	1	1	3	71,620	1	22	4
BLACK HAWK	74,365	1	6	4	73,767	1	5	4	76,527	1	4	4	67,923	1	0	4
HEARTLAND	80,761	1	7	3												
ILLINOIS CENTRAL	68,220	1	5	4	90,690	1	19	4	74,985	1	5	4				
LINCOLN LAND	78,375	1	1	4	80,465	1	1	4	94,371	1	18	4	55,560	1	9	4
PARKLAND	77,828	1	20	3					79,304	1	2	3	72,265	1	15	4
RICHLAND	75,401	1	11	2	72,843	1	2	4	69,888	1	6	4	63,615	1	6	4
ROCK VALLEY	78,150	1	15	3	76,991	1	5	3	76,791	1	5	3	51,897	1	5	4
SOUTHWESTERN	77,802	1	19	2	83,999	2	21	4	78,767	3	20	4				
ELGIN	72,450	1	1	4									53,621	1	1	4
MORTON	85,429	1	4	2	75,849	1	25	4					62,059	1	7	4
PRAIRIE STATE	69,149	1	14	2	67,149	1	1	3	64,433	1	0	3	71,862	1	12	2
SOUTH SUBURBAN	101,587	1	10	2	76,213	1	0	4	93,880	1	7	4				
WAUBONSEE	60,000	1	12	3	56,000	1	2	4	55,000	1	0	4				
CHICAGO	73,562	5	7	3-4	76,735	6	3	4	74,485	5	4	4	69,763	8	5	4
DUPAGE	95,708	1	4	0	105,735	1	24	4	104,145	1	14	4	96,486	1	31	4
HARPER	89,224	1	1	3									71,600	1	13	3
JOLIET	93,018	1	0	2					80,000	1	0	4	61,000	1	0	4
LAKE COUNTY	97,887	1	0	2									81,809	1	15	3
MORAINE VALLEY	83,280	2	8	2	81,476	1	16	4	87,443	1	13	4	88,232	1	16	4
OAKTON	111,151	1	13	2												
TRITON	70,000	1	0	4	82,500	1	0	4					77,390	1	0	4
NUMBER OF PERSONS	44				30				32				34			
AVERAGES	$75,794				$75,400				$75,641				$67,945			

* As of census date

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	$54,110	1	4	6	$				$61,480	1	20	4	$			
SHAWNEE	51,844	1	3	4									42,591	1	0	4
SOUTHEASTERN	48,410	1	4	6					43,575	1	3	6	53,116	1	5	4
SPOON RIVER	51,764	1	2	4	47,421	1	5	3								
WOOD	53,431	1	2	3	48,000	1	0	3	42,238	2	9	3-4				
DANVILLE									37,907	1	2	4	43,435	1	7	4
HIGHLAND	56,784	1	0	4	59,850	1	3	4	54,422	1	0	4	54,006	1	0	4
KASKASKIA	38,267	1	3	4	48,000	1	1	3	33,435	1	6	4				
KISHWAUKEE	75,973	1	21	3	45,000	1	0	3	57,203	1	6	4				
RED LAKE	84,000	1	0	2	59,631	1	18	4	40,000	1	2	4	47,000	1	0	4
SAUK VALLEY	71,345	1	28	3					51,238	1	0	4				
ILLINOIS EASTERN																
ILLINOIS VALLEY	54,056	1	13	3					43,498	1	2	3				
KANKAKEE	72,744	1	9	3					65,554	1	14	4	67,887	1	10	4
LAKE LAND	85,995	1	2	4	46,305	1	2	4	59,175	1	7	3				
LEWIS & CLARK									49,818	1	7	4	45,483	1	6	4
LOGAN	63,361	1	18	4					50,007	1	4	4				
MCHENRY	77,411	1	21	4	67,286	1	7	4	35,114	1	0	4	59,000	1	0	4
BLACK HAWK	79,125	1	24	4												
HEARTLAND	70,900	1	2	3	43,965	1	1	3					54,621	1	8	4
ILLINOIS CENTRAL	73,860	1	3	4	79,718	1	2	2	53,040	1	7	6	63,420	1	5	6
LINCOLN LAND	64,177	1	7	3	48,000	1	0	4	54,355	1	13	4	43,952	1	3	4
PARKLAND	78,869	1	6	3	60,790	1	1	3	62,151	1	5	4	52,298	1	5	4
RICHLAND	55,862	1	8	4					69,504	1	6	4				
ROCK VALLEY	85,631	1	2	3					59,040	1	2	4	53,345	1	5	4
SOUTHWESTERN	62,081	1	16	4	39,095	1	19	4	59,500	1	1	4	67,741	1	9	4
ELGIN	70,771	1	4	4	73,278	1	4	4	65,762	1	9	4	77,357	1	2	6
MORTON	78,202	1	12	4					61,476	1	4	4	56,957	1	1	4
PRAIRIE STATE	75,750	1	15	3	39,300	1	1	4	43,500	1	7	4	41,820	1	2	4
SOUTH SUBURBAN	69,927	1	7	4	74,266	1	8	4								
WAUBONSEE	86,000	1	3	3												
CHICAGO	56,606	1	3	2	86,160	1	5	3	67,284	5	0	3-4				
DUPAGE	111,549	1	15	2	88,576	1	8	4	69,630	1	3	4	73,664	2	3	5
HARPER	116,519	1	7	2					79,521	1	24	4	55,213	1	8	3
JOLIET	74,880	1	0	4	67,854	1	0	4	59,233	1	0	4	94,819	1	0	1
LAKE COUNTY	87,006	1	6	3	81,315	1	1	2	88,905	1	27	4				
MORAINE VALLEY					49,475	1	13	4	59,325	1	1	4				
OAKTON	88,810	1	3	3	99,178	1	14	3	74,142	1	3	4	87,684	1	1	4
TRITON	77,000	1	0	4	82,474	1	0	3	51,987	1	0	4				
NUMBER OF PERSONS	35				23				37				22			
AVERAGES	$71,515				$62,389				$57,146				$59,503			

* As of census date

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Stu. Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	$49,200	1	5	4	$				$				$57,980	1	0	4
SHAWNEE	45,942	1	13	4									55,533	1	30	3
SOUTHEASTERN					41,328	1	9	6					50,258	2	20	4
SPOON RIVER													49,702	1	14	3
WOOD	44,912	1	5	3	34,992	1	3	3	34,922	1	2	3	34,922	1	2	4
DANVILLE	35,293	1	2	4	49,145	2	6	4-6					50,770	1	0	4
HIGHLAND													56,874	1	0	4
KASKASKIA	41,101	1	1	3	29,258	1	11	6	41,186	1	11	3				
KISHWAUKEE													52,500	1	1	3
RED LAKE	51,500	1	19	4	43,909	1	9	4					35,000	1	0	4
SAUK VALLEY	42,667	1	1	4												
ILLINOIS EASTERN	37,225	2	14	4									39,817	3	14	4
ILLINOIS VALLEY	46,948	1	7	3	47,469	1	15	4					47,839	1	1	3
KANKAKEE	56,575	1	12	4					31,159	1	6	4				
LAKE LAND																
LEWIS & CLARK																
LOGAN	35,149	1	2	4	67,348	1	4	4					42,980	1	3	4
MC HENRY	40,560	1	1	4	45,987	1	3	4	40,247	1	5	4	35,000	1	1	4
BLACK HAWK													41,600	1	0	4
HEARTLAND	53,577	1	7	4												
ILLINOIS CENTRAL	66,105	1	15	6												
LINCOLN LAND	50,490	1	8	4	54,068	1	14	4	36,262	1	0	4	67,925	1	0	4
PARKLAND	57,944	1	11	4	74,225	1	22	4	39,652	1	1	4	44,917	1	0	4
RICHLAND	39,957	1	0	6	44,858	1	0	6	49,743	1	0	6	73,230	1	8	4
ROCK VALLEY	65,630	1	20	4	44,963	1	10	6	58,464	1	5	4				
SOUTHWESTERN									38,790	1	9	4	67,000	1	1	3
ELGIN	59,992	1	5	4	46,004	1	10	4	54,793	1	7	4	86,011	1	28	4
MORTON													61,559	1	9	4
PRAIRIE STATE	39,530	1	4	4	36,660	1	1	4					61,856	1	14	3
SOUTH SUBURBAN									46,255	3	4	6				
WAUBONSEE																
CHICAGO	66,697	6	1	4	41,793	1	2	5								
DUPAGE	80,812	1	5	4					70,396	1	9	4	104,145	1	14	4
HARPER	33,179	1	0	0					71,375	1	24	4	88,361	1	29	4
JOLIET	49,278	1	0	6	50,318	1	0	6	55,681	1	0	6				
LAKE COUNTY	71,881	1	18	5	43,661	1	6	6	88,905	1	30	4	98,998	1	28	3
MORAINE VALLEY	39,249	1	9	4					42,177	1	16	4	73,500	1	6	4
OAKTON	57,000	1	0	4					73,079	1	14	4	77,694	1	9	4
TRITON	49,350	1	0	4									77,734	1	0	4
NUMBER OF PERSONS	34				18				19				30			
AVERAGES	$52,307				$46,952				$50,821				$58,787			

* As of census date

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	$				$43,990	1	6	4	$				$			
SHAWNEE					46,557	1	8	4					43,044	1	0	4
SOUTHEASTERN					40,475	2	11	4-6								
SPOON RIVER	37,744	1	2	6												
WOOD					43,325	1	21	3	34,922	1	2	3	34,922	1	2	3
DANVILLE					52,625	1	2	4	71,747	1	13	4				
HIGHLAND					43,050	1	0	4	46,200	1	0	5	46,388	1	0	4
KASKASKIA	35,152	1	1	6					39,500	1	0	3				
KISHWAUKEE	65,835	1	5	2												
RED LAKE					45,049	1	20	4								
SAUK VALLEY	59,000	1	0	4	57,000	1	0	4	49,500	1	7	5				
ILLINOIS EASTERN					33,356	2	15	4	47,461	1	15	4	36,010	4	11	4
ILLINOIS VALLEY	31,200	1	1	4	38,129	1	11	4	48,652	1	9	3				
KANKAKEE					65,715	1	9	2					58,342	1	10	4
LAKE LAND	76,125	1	0	2	36,750	1	1	4					49,743	1	0	4
LEWIS & CLARK	66,322	1	10	4	51,217	1	5	6	62,400	1	0	4				
LOGAN	48,812	1	8	4	59,489	1	14	4	58,095	1	2	4				
MC HENRY	88,400	1	1	2	49,821	1	3	4	70,093	1	17	3	58,444	1	3	4
BLACK HAWK									78,913	1	5	4				
HEARTLAND	51,314	1	1	3	41,316	1	3	3	41,316	1	1	3				
ILLINOIS CENTRAL	67,350	1	2	4	55,500	1	2	6	86,250	1	23	4				
LINCOLN LAND					58,319	1	4	4	80,496	1	25	3	44,935	1	1	4
PARKLAND	65,838	1	15	3	59,006	1	6	3	82,546	1	3	2				
RICHLAND	53,561	1	3	2	39,635	1	2	4	48,345	1	5	2				
ROCK VALLEY	51,640	1	17	4	64,939	1	24	4	60,299	1	2	4	69,878	1	5	3
SOUTHWESTERN	71,329	1	14	4	51,500	1	1	4	76,815	1	16	2				
ELGIN	49,691	1	6	4	70,629	1	28	4	67,298	1	9	4	62,938	1	32	4
MORTON					74,548	1	28	4	89,014	1	19	2	54,533	1	16	4
PRAIRIE STATE	32,308	1	0	4					58,310	1	8	4	47,000	1	0	4
SOUTH SUBURBAN									74,899	2	5	4				
WAUBONSEE	69,500	1	16	3	60,000	1	12	2	60,000	1	8	2	53,500	1	1	4
CHICAGO	45,378	1	7	4	90,000	1	1	3	119,600	1	1	2	67,307	1	3	4
DUPAGE	84,053	1	9	4	96,486	1	17	4	104,940	1	13	4	67,634	1	5	4
HARPER	65,270	1	2	4	88,500	1	0	3	90,439	1	18	4				
JOLIET	62,000	1	0	4	57,200	1	0	4	57,964	1	0	4	70,422	1	0	4
LAKE COUNTY	45,572	1	0	5	62,300	1	8	5	77,633	1	10	3	96,089	1	22	3
MORAINE VALLEY	51,975	1	16	4												
OAKTON	76,491	1	15	4	93,869	1	3	4	74,561	1	7	4	72,855	2	9	4
TRITON	76,041	1	0	3					67,945	1	0	3	93,660	1	0	3
NUMBER OF PERSONS	26				33				31				23			
AVERAGES	$58,765				$55,883				$67,776				$56,893			

* As of census date

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	$				$47,930	1	4	4	$				$43,990	1	0	6
SHAWNEE					43,155	1	14	3					52,862	1	6	6
SOUTHEASTERN	41,200	1	0	4	35,150	1	3	6								
SPOON RIVER	35,069	1	7	3	39,468	1	5	3					57,621	1	13	6
WOOD	44,104	1	20	3	41,157	1	11	3								
DANVILLE	59,086	1	23	4	42,115	1	6	4	46,228	1	0	5	38,088	1	15	3
HIGHLAND	52,639	1	0	4	43,050	1	0	4								
KASKASKIA					37,497	1	12	3					48,000	1	4	4
KISHWAUKEE					55,973	1	17	3								
RED LAKE	62,500	1	4	4					46,000	1	6	5				
SAUK VALLEY	57,379	1	5	4												
ILLINOIS EASTERN																
ILLINOIS VALLEY	45,364	1	2	3	30,216	1	0	4								
KANKAKEE	68,671	1	21	4	44,420	1	3	4	52,264	1	6	4				
LAKE LAND																
LEWIS & CLARK	57,457	1	9	4	42,848	1	3	4	82,831	1	7	2	67,290	1	2	4
LOGAN	50,459	1	4	4	49,488	1	3	4								
MC HENRY	65,783	1	3	3	45,000	1	0	4	57,200	1	9	4				
BLACK HAWK																
HEARTLAND	61,016	1	1	3	41,816	1	1	4					56,960	1	8	3
ILLINOIS CENTRAL	79,665	1	20	4									70,560	1	6	4
LINCOLN LAND	73,507	1	4	3	66,607	1	13	4					65,802	1	5	3
PARKLAND	79,801	1	11	3												
RICHLAND	52,736	1	1	1	56,775	1	2	4					47,460	1	5	3
ROCK VALLEY	68,061	1	16	4	43,320	1	8	4	61,451	1	11	4	48,120	1	5	4
SOUTHWESTERN	56,061	1	17	4	70,949	1	28	4	52,759	1	20	4	57,585	1	29	4
ELGIN	86,011	1	6	4	53,510	1	2	6	41,842	1	13	4	61,258	1	20	4
MORTON	68,756	1	12	4												
PRAIRIE STATE	52,192	1	0	4	49,150	1	2	4	38,000	1	0	4				
SOUTH SUBURBAN	39,223	1	0	6									64,063	1	2	4
WAUBONSEE	60,000	1	0	3	60,000	1	0	4					73,000	1	8	3
CHICAGO					73,019	5	7	4								
DUPAGE					85,670	1	10	4	90,021	1	7	5	77,090	1	3	4
HARPER	81,943	1	7	4									76,366	1	3	6
JOLIET	60,282	1	0	4	80,000	1	0	4	54,080	1	0	4	93,896	1	0	4
LAKE COUNTY									78,598	1	30	4	56,353	1	10	5
MORAINE VALLEY	68,357	1	13	4	52,241	1	19	4	53,444	1	16	4				
OAKTON					101,264	1	14	4	80,894	1	27	4	77,389	1	9	4
TRITON	67,000	1	0	4												
NUMBER OF PERSONS	28				31				14				20			
AVERAGES	$60,512				$55,609				$59,687				$61,688			

* As of census date

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1999

	Director Business/Industry Center			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	$43,990	1	0	4
SHAWNEE	41,160	1	8	4
SOUTHEASTERN	36,000	1	13	4
SPOON RIVER**	54,548	1	1	4
WOOD	41,683	1	0	4
DANVILLE	54,596	1	12	4
HIGHLAND				
KASKASKIA	44,520	1	0	6
KISHWAUKEE	59,520	1	0	5
REND LAKE	41,742	1	0	4
SAUK VALLEY				
ILLINOIS EASTERN***	83,264	1	--	--
ILLINOIS VALLEY	45,641	1	14	3
KANKAKEE	35,280	1	5	4
LAKE LAND	50,068	1	4	4
LEWIS & CLARK	59,987	1	0	6
LOGAN	48,969	1	0	4
MC HENRY	67,780	1	10	3
BLACK HAWK***	46,002	1	--	--
HEARTLAND				
ILLINOIS CENTRAL	55,215	1	1	6
LINCOLN LAND	52,213	1	10	4
PARKLAND	54,865	1	2	4
RICHLAND				
ROCK VALLEY				
SOUTHWESTERN	54,500	1	0	4
ELGIN	56,523	1	20	4
MORTON**	54,533	1	16	4
PRAIRIE STATE	50,860	1	9	4
SOUTH SUBURBAN	67,973	1	8	4
WAUBONSEE	70,500	1	31	4
CHICAGO	51,368	4	0	4
DUPAGE	87,352	1	0	4
HARPER	65,285	1	6	4
JOLIET	64,896	1	0	1
LAKE COUNTY	76,000	1	0	3
MORAINE VALLEY***	38,220	1	--	--
OAKTON	62,909	1	0	4
TRITON				
NUMBER OF PERSONS	36			
AVERAGES	$54,780			

* As of census date

** Employee serving in another administrative position as well

*** Not listed as an administrator

Section VIII

SUMMARY OF FISCAL YEAR 2000 MONTHLY CLASSIFIED AND OTHER (NONTEACHING) PROFESSIONAL STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2000 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED AND OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2000*

	Number of Employees	Low Salary	High Salary	Average Salary
Accountant I	45	1,692	3,692	2,458
Accountant II	40	1,777	4,999	2,951
Account Clerk I	103	1,496	3,073	2,143
Account Clerk II	178	1,302	3,171	2,364
Admissions/Records Clerk	166	1,172	2,602	1,850
Admissions/Records Supervisor	37	1,917	4,188	3,090
Audio/Visual Services Manager	22	1,213	5,064	2,786
Bookstore Manager	28	1,769	4,623	2,988
Clerk Typist	610	1,170	2,510	1,880
Computer Operator I	64	1,603	2,752	2,164
Computer Operator II	42	1,428	3,093	2,271
Computer Programmer I	14	1,997	3,781	2,930
Computer Programmer II	26	1,807	4,002	3,000
Computer Systems Analyst	57	2,403	5,807	4,193
Custodian	606	1,226	2,849	1,963
Custodian Supervisor	57	1,947	4,717	3,009
Data Entry Clerk	11	1,300	2,683	1,792
Library Clerk	191	1,054	3,145	2,005
Programmer/Analyst	37	2,076	4,773	3,577
Purchasing Clerk	23	1,277	3,233	2,124
Purchasing Supervisor	14	1,863	5,245	3,489
Receptionist/Switchboard	80	1,202	2,858	1,905
Secretary-General	728	1,256	2,860	1,962
Secretary-Administrative	394	1,532	3,160	2,372
Secretary-Executive	151	1,911	4,092	2,945
Security Guard/Officer	142	1,401	2,901	2,133
Security Supervisor	25	1,937	5,314	3,651
Shipping/Receiving Clerk	70	1,165	3,252	2,082

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1999

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1999. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

SUMMARY OF AVERAGE FISCAL YEAR 1999 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range Low	District Range High	State Average
Administrative	$2,475	$11,754	$6,457
9-Month Teaching Faculty	$2,191	$11,084	$6,328
12-Month Teaching Faculty	$1,868	$11,145	$6,831
9-Month Other Professional (Nonteaching)	$1,244	$11,044	$6,476
12-Month Other Professional (Nonteaching)	$2,199	$11,091	$5,508
Classified	$1,601	$11,078	$5,609

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1999

District	Health Insurance	Health Insurance Family	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp.	Unemploy. Insurance	Disability	Free or Partial Tuition for Family	Other
SANDBURG	X		X	X			X	X	X		X	X
SHAWNEE	X			X			X	X	X		X	
SOUTHEASTERN	X			X	X		X	X	X		X	
SPOON RIVER	X	X		X			X	X	X		X	X
WOOD	X	X	X	X	X		X	X	X	X	X	X
DANVILLE	X		X				X	X	X	X	X	X
HIGHLAND	X	X	X	X	X		X	X	X		X	X
KASKASKIA	X	X		X			X	X			X	X
KISHWAUKEE	X	X	X	X			X	X	X			
REND LAKE	X			X			X	X	X		X	X
SAUK VALLEY	X	X		X	X		X	X	X		X	X
ILLINOIS EASTERN	X		X	X			X	X	X		X	X
ILLINOIS VALLEY	X	X		X	X		X	X	X		X	
KANKAKEE	X		X	X			X	X	X			
LAKE LAND	X	X	X	X			X	X	X	X	X	X
LEWIS & CLARK	X	X	X	X			X	X	X		X	
LOGAN	X	X		X			X	X		X		
MC HENRY	X	X		X			X	X	X		X	
SOUTHWESTERN	X	X		X			X	X			X	X
BLACK HAWK	X	X	X	X			X	X	X		X	X
HEARTLAND	X	X	X	X	X		X			X	X	X
ILLINOIS CENTRAL	X	X	X	X			X		X	X	X	
LINCOLN LAND	X		X	X			X	X	X	X	X	X
PARKLAND	X	X	X	X			X	X	X		X	
RICHLAND	X	X	X	X	X		X	X	X	X	X	X
ROCK VALLEY	X	X	X	X			X	X	X	X	X	
ELGIN	X	X	X	X			X	X	X		X	X
MORTON	X		X	X				X			X	X
PRAIRIE STATE	X	X		X	X		X	X	X		X	X
SOUTH SUBURBAN	X		X	X	X		X	X	X		X	X
WAUBONSEE	X	X	X	X			X	X			X	X
CHICAGO	X		X	X		X	X	X	X	X	X	X
DUPAGE	X	X	X	X		X	X	X	X			
HARPER	X	X	X	X	X		X	X	X		X	X
JOLIET	X	X		X			X			X		
LAKE COUNTY	X		X	X				X	X		X	
MORAINE VALLEY	X			X			X	X	X	X	X	X
OAKTON	X	X	X	X			X	X	X	X	X	X
TRITON	X	X	X	X	X				X		X	X
TOTALS	39	26	26	38	11	2	36	35	32	13	34	25

*Usually for select administrators only

SOURCE OF DATA: Salary Submission (C2)

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Illinois Community College Board

Table 20

FISCAL YEAR 1999 ANNUAL COST OF FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative			9 Mos. Faculty			12 Mos. Faculty		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
SANDBURG	20	115,736	5,787	57	285,306	5,005			
SHAWNEE	8	19,798	2,475	39	95,548	2,450	1	1,868	1,868
SOUTHEASTERN	30	104,765	3,492	50	168,992	3,380	11	41,008	3,728
SPOON RIVER	14	94,165	6,726	37	216,067	5,840			
WOOD	6	24,512	4,085	40	150,970	3,774	3	10,527	3,509
DANVILLE	16	79,635	4,977	51	189,800	3,722	1	3,941	3,941
HIGHLAND	25	164,109	6,564	45	284,473	6,322			
KASKASKIA	40	154,254	3,856	57	295,791	5,189	7	31,199	4,457
KISHWAUKEE	14	54,985	3,928	68	253,464	3,727			
REND LAKE	24	105,673	4,403	56	205,987	3,678	2	8,150	4,075
SAUK VALLEY	21	80,407	3,829	49	189,364	3,865	1	2,676	2,676
ILLINOIS EASTERN	31	91,793	2,961	82	244,983	2,988	12	31,176	2,598
ILLINOIS VALLEY	11	129,296	11,754	66	324,306	4,914			
KANKAKEE	63	235,491	3,738	55	222,904	4,053			
LAKE LAND	18	100,604	5,589	99	1,071,201	10,820			
LEWIS & CLARK	39	122,474	3,140	79	228,099	2,887			
LOGAN	35	180,078	5,145	99	502,132	5,072			
MC HENRY	40	278,667	6,967	72	482,394	6,700			
BLACK HAWK	11	83,727	7,612	136	783,901	5,764	6	31,809	5,302
HEARTLAND	29	107,031	3,691	25	81,117	3,245	16	53,530	3,346
ILLINOIS CENTRAL	33	192,312	5,828	164	891,490	5,436			
LINCOLN LAND	52	189,487	3,644	119	563,053	4,732			
PARKLAND	36	185,708	5,159	168	817,686	4,867			
RICHLAND	21	109,127	5,197	59	287,507	4,873			
ROCK VALLEY	46	251,986	5,478	117	659,323	5,635	7	41,845	5,978
SOUTHWESTERN	34	141,421	4,159	117	495,885	4,238	2	8,200	4,100
ELGIN	33	211,877	6,421	98	364,744	3,722			
MORTON	15	100,783	6,719	54	336,232	6,227			
PRAIRIE STATE	44	311,540	7,080	81	356,998	4,407			
SOUTH SUBURBAN	30	220,506	7,350	123	688,813	5,600			
WAUBONSEE	25	176,357	7,054	68	445,618	6,553			
CHICAGO	114	1,259,031	11,044	556	6,162,624	11,084	55	612,948	11,145
DUPAGE	47	403,774	8,591	282	2,120,282	7,519			
HARPER	39	407,264	10,443	182	1,226,069	6,737			
JOLIET	78	801,924	10,281	155	1,636,281	10,557			
LAKE COUNTY	42	245,146	5,837	151	330,840	2,191			
MORAINE VALLEY	21	174,261	8,298	161	1,346,261	8,362			
OAKTON	28	267,123	9,540	132	824,153	6,244			
TRITON	29	171,905	5,928	120	549,808	4,582	9	29,606	3,290
	1,262	$8,148,732	$6,457	4,169	$26,380,465	$6,328	133	$908,483	$6,831

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20
(Continued)
FISCAL YEAR 1999 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	9 Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
SANDBURG	4	19,340	4,835	56	248,130	4,431	48	194,926	4,061
SHAWNEE				18	39,577	2,199	37	59,244	1,601
SOUTHEASTERN	1	4,997	4,997	20	78,514	3,926	38	123,535	3,251
SPOON RIVER	1	8,029	8,029	27	139,226	5,157	28	171,887	6,139
WOOD				52	223,789	4,304	47	152,208	3,238
DANVILLE	2	7,940	3,970	38	147,114	3,871	94	377,458	4,016
HIGHLAND				27	135,762	5,028	60	266,116	4,435
KASKASKIA							64	219,668	3,432
KISHWAUKEE	12	44,780	3,732	27	104,824	3,882	75	278,290	3,711
REND LAKE				69	261,975	3,797	52	188,321	3,622
SAUK VALLEY	3	11,553	3,851	22	83,044	3,775	49	147,383	3,008
ILLINOIS EASTERN	1	1,244	1,244	89	235,794	2,649	72	207,439	2,881
ILLINOIS VALLEY				30	155,831	5,194	58	271,760	4,686
KANKAKEE				54	187,280	3,468	68	248,524	3,655
LAKE LAND	17	106,631	6,272	49	280,632	5,727	88	484,747	5,508
LEWIS & CLARK				51	152,329	2,987	69	193,505	2,804
LOGAN				72	299,506	4,160	89	363,554	4,085
MC HENRY	8	54,453	6,807	57	318,144	5,581	66	358,143	5,426
BLACK HAWK	5	19,110	3,822	4	14,836	3,709	235	1,260,974	5,366
HEARTLAND				28	64,359	2,299	28	67,370	2,406
ILLINOIS CENTRAL	6	24,745	4,124	11	59,397	5,400	249	1,293,117	5,193
LINCOLN LAND	3	9,468	3,156	84	262,106	3,120	139	420,787	3,027
PARKLAND	11	54,895	4,990	134	585,096	4,366	112	452,263	4,038
RICHLAND				39	160,207	4,108	74	244,780	3,308
ROCK VALLEY	3	14,090	4,697	59	296,415	5,024	140	731,302	5,224
SOUTHWESTERN	4	9,421	2,355	70	222,146	3,174	147	511,040	3,476
ELGIN	8	25,017	3,127	76	308,960	4,065	107	345,649	3,230
MORTON							95	629,432	6,626
PRAIRIE STATE	5	18,201	3,640				124	435,189	3,510
SOUTH SUBURBAN	14	79,527	5,681	110	602,677	5,479	106	669,450	6,316
WAUBONSEE	5	29,983	5,997				123	747,344	6,076
CHICAGO	51	563,252	11,044	236	2,617,458	11,091	483	5,350,879	11,078
DUPAGE	32	231,747	7,242				445	3,023,939	6,795
HARPER	23	135,608	5,896	142	892,470	6,285	251	1,432,291	5,706
JOLIET				76	692,472	9,111	134	1,261,547	9,415
LAKE COUNTY	14	34,805	2,486	5	25,060	5,012	202	977,576	4,839
MORAINE VALLEY	19	156,229	8,223	89	747,668	8,401	166	1,353,871	8,156
OAKTON	19	113,623	5,980				266	1,407,086	5,290
TRITON	11	47,634	4,330	64	290,175	4,534	225	860,151	3,823
	282	$1,826,322	$6,476	1,985	$10,932,973	$5,508	4,953	$27,782,745	$5,609

SOURCE OF DATA: Salary Submission (C2)

Section X

FISCAL YEAR 2000 MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 summarizes fiscal year 2000 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

SUMMARY OF FISCAL YEAR 2000 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	2.5%	10.2%	5.3%
Faculty (9 and 12 Months)	2.5%	7.2%	5.0%
Other (Nonteaching) Professional (9 and 12 Months)	2.5%	7.4%	5.3%
Classified	2.5%	9.5%	5.0%

*Weighted

Illinois Community College Board

Table 22

FISCAL YEAR 2000 AVERAGE SALARY INCREASES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
SANDBURG	5.4 %	5.2 %	6.6 %	5.9 %
SHAWNEE	5.2	5.2	5.2	5.2
SOUTHEASTERN	6.0	5.5	4.2	6.0
SPOON RIVER	4.2	4.4	4.2	4.2
WOOD	3.8	3.8	2.5	3.8
DANVILLE	3.5	2.5	3.1	3.0
HIGHLAND	5.0	5.2	5.0	6.0
KASKASKIA	4.0	2.5	4.0	6.0
KISHWAUKEE	5.0	5.0	5.0	5.0
REND LAKE	8.4	4.3	6.1	4.6
SAUK VALLEY	7.6	4.8	5.6	5.5
ILLINOIS EASTERN	6.0	5.0	6.0	7.0
ILLINOIS VALLEY	4.0	4.0	4.0	4.0
KANKAKEE	7.2	6.2	5.2	4.9
LAKE LAND	7.5	5.3	7.3	6.3
LEWIS & CLARK	5.1	4.9	5.4	5.5
LOGAN	5.9	5.9	6.6	5.9
MC HENRY	4.0	3.8	4.0	4.0
BLACK HAWK	7.0	5.9	5.4	6.3
HEARTLAND	2.5	5.2	2.5	2.5
ILLINOIS CENTRAL	4.0	4.2	3.8	3.9
LINCOLN LAND	4.5	4.5	4.5	4.5
PARKLAND	5.0	5.2	5.0	5.0
RICHLAND	3.5	3.7	3.5	3.5
ROCK VALLEY	4.2	4.9	7.4	4.9
SOUTHWESTERN	6.0	6.0	6.0	5.0
ELGIN	2.5	5.8	5.1	5.2
MORTON	5.1	5.1	4.1	4.3
PRAIRIE STATE	3.9	6.0	4.3	4.3
SOUTH SUBURBAN	4.6	5.4	6.5	4.7
WAUBONSEE	10.2	7.2	6.5	9.5
CHICAGO	8.8	5.7	6.1	5.7
DUPAGE	4.7	4.4	4.8	4.6
HARPER	4.6	4.6	4.6	4.6
JOLIET	4.0	4.0	4.0	4.0
LAKE COUNTY	4.3	4.0	4.1	4.3
MORAINE VALLEY	5.0	5.0	5.0	5.0
OAKTON	4.7	4.8	4.8	4.8
TRITON	7.4	5.1	4.3	4.5
TOTALS/AVERAGES	5.3 %	5.0 %	5.3 %	5.0 %

SOURCE OF DATA: Faculty/Staff/Salary Submission (C2)

Section XI

FISCAL YEAR 1999 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 compares the contractual base salaries reported for fiscal year 1999 and the average total salaries paid to full-time faculty in fiscal year 1999. The fiscal year 1999 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1998 to June 30, 1999.

The state weighted average total fiscal year salary paid to faculty in fiscal year 1999 for those districts reporting data is $7,804 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 1999. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 1999 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 1999 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 1999 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 1999 Full-Time Average Faculty Contractual Base Salary	FY 1999 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
SANDBURG	$43,760	$48,308	$4,548	10.4%
SHAWNEE	40,342	44,317	3,975	9.9%
SOUTHEASTERN	39,905	46,108	6,202	15.5%
SPOON RIVER	39,078	42,833	3,755	9.6%
WOOD	34,982	35,669	687	2.0%
DANVILLE	38,552	47,544	8,992	23.3%
HIGHLAND	49,170	55,943	6,773	13.8%
KASKASKIA	45,550	52,389	6,839	15.0%
KISHWAUKEE	40,996	46,231	5,235	12.8%
REND LAKE	42,781	50,413	7,632	17.8%
SAUK VALLEY	40,795	48,446	7,651	18.8%
ILLINOIS EASTERN	37,791	51,014	13,223	35.0%
ILLINOIS VALLEY	43,297	46,338	3,041	7.0%
KANKAKEE	48,301	57,820	9,519	19.7%
LAKE LAND	40,701	50,122	9,421	23.1%
LEWIS & CLARK	48,163	53,321	5,158	10.7%
LOGAN	45,820	51,417	5,597	12.2%
MCHENRY	51,522	62,765	11,243	21.8%
BLACK HAWK	50,145	56,352	6,208	12.4%
HEARTLAND	41,130	43,846	2,716	6.6%
ILLINOIS CENTRAL	44,268	56,246	11,977	27.1%
LINCOLN LAND	51,171	59,668	8,497	16.6%
PARKLAND	50,334	54,780	4,446	8.8%
RICHLAND	43,398	49,826	6,428	14.8%
ROCK VALLEY	48,202	55,623	7,421	15.4%
SOUTHWESTERN	51,058	66,971 *	15,913	31.2%
ELGIN	65,591	81,337	15,746	24.0%
MORTON	51,769	57,502	5,733	11.1%
PRAIRIE STATE	50,008	58,380	8,372	16.7%
SOUTH SUBURBAN	52,495	67,510	15,015	28.6%
WAUBONSEE	48,378	52,677	4,299	8.9%
CHICAGO	60,236	56,266	(3,970)	-6.6%
DUPAGE	62,374	76,150	13,776	22.1%
HARPER	60,589	69,337	8,748	14.4%
JOLIET	56,778	69,123	12,345	21.7%
LAKE COUNTY	70,843	88,739	17,896	25.3%
MORAINE VALLEY	52,892	73,222	20,330	38.4%
OAKTON	64,840	80,050	15,210	23.5%
TRITON	61,003	71,603	10,600	17.4%
WEIGHTED AVERAGES	$53,057	$60,862	$7,804	14.7%

* Estimated

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 24

FISCAL YEAR 1999 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
SANDBURG	$55,659	$30,605	$18,214
SHAWNEE	53,532	31,414	18,070
SOUTHEASTERN	45,788	33,811	19,114
SPOON RIVER	54,757	32,333	16,376
WOOD	48,324	29,042	19,922
DANVILLE	51,797	28,974	20,203
HIGHLAND	52,120	30,669	21,084
KASKASKIA	39,814	32,703	26,769
KISHWAUKEE	71,185	32,919	22,228
REND LAKE	52,472	29,953	22,832
SAUK VALLEY	62,228	36,768	20,906
ILLINOIS EASTERN	56,889	30,606	22,142
ILLINOIS VALLEY	54,577	34,674	22,743
KANKAKEE	52,052	28,710	21,859
LAKE LAND	65,451	32,420	25,107
LEWIS & CLARK	51,710	28,898	22,538
LOGAN	57,498	33,426	20,056
MCHENRY	60,764	38,169	22,248
BLACK HAWK	75,232	39,084	22,965
HEARTLAND	71,233	32,620	19,420
ILLINOIS CENTRAL	66,630	36,189	24,946
LINCOLN LAND	56,804	32,338	25,639
PARKLAND	67,160	36,008	29,009
RICHLAND	63,134	35,365	22,059
ROCK VALLEY	56,352	45,010	25,255
SOUTHWESTERN	63,294 *	38,425 *	24,019 *
ELGIN	66,681	49,062	31,494
MORTON	73,707	35,540	23,757
PRAIRIE STATE	59,024	38,514	24,778
SOUTH SUBURBAN	73,420	42,105	22,704
WAUBONSEE	67,307	38,973	23,458
CHICAGO	59,647	36,956	23,615
DUPAGE	91,848	51,255	29,027
HARPER	85,856	47,848	31,639
JOLIET	52,098	36,916	30,736
LAKE COUNTY	82,753	49,543	30,324
MORAINE VALLEY	78,994	40,802	22,120
OAKTON	86,732	50,880	30,311
TRITON	71,395	48,220	27,840
WEIGHTED AVERAGES	$62,559	$39,248	$25,019

* Estimated

SOURCE OF DATA: Salary Submission (C1)

Section XII

Statewide Average Annual Contractual Salaries in Illinois Public Community Colleges For Fiscal Years 1996 to 2000

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Table 25

Statewide Average Contractual Salaries For Faculty, Administrators, And Other (Nonteaching) Professionals in Illinois Public Community Colleges Fiscal Years 1996 to 2000*

	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000
Faculty (9 Month)	$48,843	$50,095	$51,812	$53,417	$53,974
Faculty (12 Month)	$35,127	$36,433	$40,128	$42,180	$42,504
Administrators (12 Month)	$56,092	$57,951	$59,569	$61,563	$63,327
Other Professionals (9 Month)	$43,355	$44,432	$46,304	$50,400	$51,601
Other Professionals (12 Month)	$33,164	$34,047	$35,414	$35,943	$37,637

*Due principally to extensive negotiations, not all colleges submitted salary data for every year reported in this table.

SOURCE OF DATA: ICCB Salary Reports